

## **Minutes Human Relations Commission May 10, 2005**

**Minutes of the HUMAN RELATIONS COMMISSION held on TUESDAY, May 10, 2005, 6:00P.M., at the Tempe City Hall, 31 E. 5<sup>th</sup> Street, 3<sup>rd</sup> Floor Conference Room, Tempe, Arizona.**

**(MEMBERS) Present:**

Arlene Chin  
Colleen Byron  
Zach Berning  
Edwin Gonzalez-Santin  
Hasaan Elsaad  
Joseph Mann  
Joel Navarro  
Dr. Louis Olivas  
Gail Paredes-Ewen  
Janis Webb  
Muhammed Zubair

**(MEMBERS) Absent:**

Safali Patel-Evans  
Linda Ritland

**City Staff Present:**

Rosa Inchausti  
Andrea Groves

**Guests Present:**

Kate Hanley, Director, Tempe Community Council

**Meeting convened at 6:00 P.M.**

**Chair Gail Paredes-Ewen** called the meeting to order and invited members of the public to address the Commission.

**Agenda Item 1 – Public Appearances**

None

**Agenda Item 2- Consideration of Minutes**

**April 19, 2005**

**MOTION:** Commissioner Edwin Gonzalez-Santin made a motion to accept minutes as amended.

**SECOND:** Commissioner Zach Berning.

**DECISION:** Motion passed unanimously.

**Agenda Item 3- Unity Grant Program**

**Chair Gail Paredes-Ewen** invited Kate Hanley, Executive Director for Tempe Community Council, to provide the history of the Unity Grant Program:

- 1) The Unity Grant is a program administered by the Tempe Community Council (TCC).
- 2) Mayor's Youth Town Hall is a group of youth that meet each Spring to discuss city issues. They recommended expanding the Unity Grant program to help youth understand the significance of being a victim of discrimination. The city decided to put money into funding programs conducted on school campuses.
- 3) The Tempe Council Community felt that their goal in helping the youth coincided with the commission's goals and therefore extended an invitation to review the grant proposals and make recommendations for funding.
- 4) The commission is being asked to think about ways in which the Unity Grant Program could be elevated.
- 5) Incidentally, the Human Relations Commission agreed to donate proceeds from the 2005 MLK Diversity Awards Brunch to the Unity Grant Program. Kate Hanley, in behalf of TCC, extends their sincere appreciation for the support.

#### **Agenda Item 4 – HRC Strategic Plan Update**

**Chair Gail Paredes-Ewen requested updates from the following subcommittees:**

##### **A. Subcommittee for Development of Emerging Issues Report:**

In Joel Navarro's absence, Chair Gail Paredes-Ewen provided an update:

##### **1. Public Forum Discussion on Day Labor Issue**

- 1) The date for the Public Forum on Day Labor is set for Thursday, June 2, 2005 from 6pm to 9pm at the City of Chandler Council Chambers.
- 2) The Tempe HRC agreed to send a formal invitation to Mayor and Council. Due to conflict with a Tempe Council Meeting that night, Mayor and Council will not be able to attend the Forum.
- 3) Staff was requested to see if any of Council's staff may be available to attend on their behalf.

##### **2. GLBT Issue**

There was no report.

##### **3. Partnership with Mayor's Commission on Disability Concerns Update**

There was no update.

##### **B. Subcommittee for Community Network and Outreach:**

Staff, Rosa Inchausti, in absence of Commissioner Linda Ritland provided an update:

##### **1. Brochure**

- 1) The photo shoot for the comprehensive brochure has been scheduled for the end of May 2005.
- 2) The theme for the photos will be focused on Tempe's diverse heritage and Tempe's future.

##### **2. Outreach to Asian, Indian and Islamic Communities Update**

There was no update.

##### **C. Subcommittee on Strategic Oversight:**

##### **1. Update on Partnership with Neighborhood Advisory Commission**

There was no update.

##### **2. Update on Community Conversation/Conflict Management**

There was no update.

#### **D. Subcommittee on Supplier Diversity Committee Report**

Chair of Subcommittee Commissioner Muhammed Zubair provided an update:

##### **1. Council Committee Update**

###### **a. Diversity Supplier Program**

- 1) The subcommittee will meet Monday, May 23, 2005 with city staff from Public Works and Financial Services to begin working on the creation of the program.

###### **b. Diversity Supplier Award**

- 1) The subcommittee is interested in creating a supplier diversity award that would be given out at the MLK Diversity Awards Brunch.
- 2) There is presently a business category for the MLK Diversity Awards. The subcommittee will work out criteria for a supplier diversity award. The subcommittee is inviting other commissioners to help with this project.

#### **Agenda Item 5 –HRC Public Service Announcement**

There was no report.

Staff will locate a copy a video-tape of the Public Service Announcement of the Valley's HRCs.

#### **Agenda Item 6 –Diversity Audit Discussion**

**Chair Gail Paredes-Ewen led discussion on the Diversity Audit:**

- 1) The follow-up audit conducted by Jamieson & Gutierrez identified three departments, Police, Information Technology and Development Services as needing improvement.
- 2) The Diversity & Human Relations and Resources Council Committee reviewed presentations from each of the three departments on their response to the follow-up diversity audit at the Council Committee meeting, March 22, 2005. Several commissioners attended that meeting and observed those presentations.
- 3) At least one commissioner attended the April 7, 2005 Issue Review Session and heard the recommendation and approval to exempt the Police Department from oversight and follow-up in the upcoming months of diversity audit reviews.
- 4) The commission sent a letter to Mayor and Council requesting that they reconsider their decision to exempt the Police Department from follow-up. As of May 10, 2005, the commission has not received a formal response from Mayor and Council.

#### **General Discussion of the Police Department Oversight included:**

- One commissioner commented that he contacted Councilmember Ben Arredondo and Councilmember Hut Hutson to voice his personal views, not that of the commission, about the decision. Several commissioners expressed a desire to do the same.
- Another commissioner expressed concern over the observation that no other Councilmember questioned "*why*" when the recommendation was made to exempt the Police Department from oversight and expressed greater concern over the lack of response back to the HRC.
- Another commissioner commented that the Tempe Police Department is more visible to citizens than any other department. Due to what's been in the media lately about Glendale's Police Department, it is very important that Tempe Police go through audits and be transparent in its analysis when issues are identified. They owe that to the citizens of Tempe.
- Some commissioners felt that the Council knows that the HRC is concerned and a decision has been made based on that concern. It just has not been communicated.
- Some commissioners questioned the proposed diversity specialist and attorney positions for the Police Department. The funding for the attorney position has been approved by Council. The

commission is concerned if funding is approved for the diversity specialist position, this would create competition with the established Diversity Department.

- There was general consensus from the commission that they do not want to seem threatening or defensive; they want to work with the Mayor and Council.
- Some commissioners felt that a follow-up letter should be sent to form a paper trail. This letter should be firm, but not threatening in requesting a response.
- Many agreed that a face-to-face follow-up at the next Diversity Council Committee meeting would be effective as well.

**MOTION: Commissioner Dr. Louis Olivas made a motion that the Commission send a follow-up memo to Mayor and Council asking that the initial letter be acknowledged and that the Commission receive a formal response. It was further motioned that the Chair of the Commission attend the next Diversity and Human Relations & Resources Council Committee to express the Commission's concerns regarding the Diversity Follow-up Audit.**

**SECOND: Commissioner Arlene Chin.**

**DECISION: Motion passed unanimously.**

**Agenda Item 7 –Diversity Office Update**

**Staff Rosa Inchausti provided an update on the following agenda item:**

**A. Employee Task Force Reports**

- 1) The Multicultural Task Force and the Task Force on Women's Issues have completed their one-year study and will be presenting their findings at the June 16, 2005 Issue Review Session. All commissioners are welcome to attend and hear the presentations.
- 2) Both 9-member task force groups consisted of a representative from each of the then 5-Sided Partnership. The remaining four seats were filled from the workforce at-large.
- 3) The Diversity Steering Committee will retreat June 23, 2005 to review the recommendations of the task force groups and the follow-up diversity audit to develop an organizational strategic plan.
- 4) The Task Force on Women's Issues report recognized the difficulty for some departments in recruiting women for non-traditional jobs.
- 5) Staff reported some departments, such as the Fire Department, are being proactive in its recruitment strategies. They recently formed a Recruitment Task Force to identify ways to improve recruitment strategies to attract more women and ethnic minorities for positions.

**General Discussion of the Diversity Department included:**

- Several commissioners commented on the article published in the May issue of the American Public Works Association (APWA) magazine. The article, written by Rosa Inchausti, discusses how diversity benefits municipalities. They commended Rosa for her article and stated that she is creating a legacy.
- The commission agreed that the city has come a long way in its diversity initiatives. They commended the Diversity Department for its great work and encouraged the department not to give up, even when times are difficult.
- Staff Rosa Inchausti shared that she will present, along with Public Works Manager Glenn Kephart, at APWA's national conference in September of 2005 on the city's diversity initiatives.

**Agenda Item 8 –Current Events Announcements**

None.

The commission's next meeting will be held June 14, 2005 at Tempe City Hall

**Meeting adjourned at 7:16 P.M.**

Prepared by: Andrea Groves

Reviewed by: Rosa Inchausti

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Rosa Inchausti, Diversity Manager